

THE PERMANENCY PLANNER

Michigan's Foster Care Review Board Program

Supporting safe and timely permanency through review, advocacy, and collaboration.

Summer 2007



The following article is reprinted with permission from its authors. The article relates Minnesota's past struggles with their burgeoning population of "legal orphans," children whose parents' rights have been terminated and who have failed to achieve permanency. Michigan is presently looking to address this issue through legislation that would provide the courts with additional alternatives to termination of parental rights.

A Memo on Legal Orphans: Are We Creating A New Class of Children in Limbo?

By: Esther Wattenberg and Meghan Kelly

This note is intended to clarify Minnesota's termination of parental rights (TPR) statute.¹ To ensure that TPR is in the best interests of the child, we are suggesting a language change in the TPR statute.

The Problem

With accelerated time lines for decision-making in cases of children in out-of-home care (the six-month time frame for permanency plans for children aged 8 and under is to be implemented on July 1, 1999),² considerable concern has been expressed that Minnesota may be creating, unintentionally, a large number of "legal orphans": children whose ties to their biological parents are legally severed without the development of a feasible and specific plan for successful adoption.

The concern, expressed in a wide range of focus groups we have held throughout the state, is that there will be considerable administrative and political pressure to document an increase in adoptions. The pressure may result in premature TPR's without adoption plans secured.

Several legislative changes have created the movement toward permanency for maltreated children who are in out-of-home care. While this is an important policy goal, a cautionary note must be sounded. If the petition to sever parental rights is not accompanied by a plausible plan for adoption, what have we done? The child has irrevocably lost biological parents and has become a ward of the state. The child is in limbo and has acquired the status of a "legal orphan," which may extend into an indefinite future, particularly for older children.

(Continued on Page 3.)



Visit the FCRB webpage at <http://courts.michigan.gov/scao/services/fcrb/fcrb.htm> for program and contact information, annual reports, previous newsletters, applications for board membership, request for review forms, and links to other related foster care programs and services.

"In every endeavor, we must consider the consequences to our children for seven generations to come." (Native American proverb, shared with us by board member Barry Matthews.)



Jean Carl, a longtime member of Genesee County Board #13, recently passed away after a lengthy illness. Jean began serving on the Foster Care Review Board in 1992 and remained a faithful and committed member until her passing in December 2006. Even as her health declined, she was active with her board and continued to practice law.

Jean always displayed a great interest in children. She believed that the goal of the Foster Care Review Board was to provide guidance to agencies in order to help them reunite families. She always helped us focus on what was best for the child.

Jean was a pioneer for female attorneys in the Genesee County area, and she served on numerous boards and task forces. She received a Bachelor of Arts degree in secondary education from Western Michigan University, and then a Master of Arts degree in guidance and counseling from Eastern Michigan University.

While employed as a high school counselor, she attended Detroit College of Law at night and earned her Juris Doctor degree because, by her own admission, she "always wanted to be a lawyer."

Jean gained experience with child abuse and neglect cases as an assistant prosecutor in Genesee County from February 1969 to August 1985. Afterward, she joined the UAW-GM Legal Services Plan as a staff attorney, becoming a managing attorney in 1990. The UAW-GM Legal Services Plan provides prepaid services for GM hourly employees.

Jean will probably be most remembered for her generosity and kindness. Her honesty and integrity were unchallenged, and she was respected by all who knew her. As a citizen volunteer with the Foster Care Review Board, she was thorough, punctual, extremely dependable, and always objective. Her fellow board members knew they could always count on Jean to be well prepared. She was honest and forthright in her opinions and recommendations, and therefore highly respected by her peers and fellow board members. In many ways, she was the ideal review board member.

Jean absolutely *loved* the Detroit Red Wings, MSU athletics, and traveling to Florida with her sister every winter. She had a great sense of humor, and her laugh was contagious.

For all these reasons, Jean, you are missed.

Brenda Baker-Mbacke' is the program representative for the Foster Care Review Board in Genesee County.

The Michigan Foster Education Resource Network (MI-FERN) has a new website. It is easy to remember and has tons of information for foster kids who are planning to go to college. The new website is better organized and the web address better reflects who we are, www.mi-fern.org. Check the site out and pass it along to any child welfare professionals or foster children you feel could use it. *Anita Lacy, Director*



A noted legal scholar, Martin Guggenheim³, argues that states genuinely intend to serve the best interests of the child by terminating parental rights, but without a consideration of the “adoptability” of a child, states merely broker the destruction of family ties without the explicit promise of a new family.

Why Concerns Are Heightened Now

ASFA⁴ marks a substantial change in child welfare policy by emphasizing that the health and safety of the child as the “paramount concern.” Through the use of expedited timelines and streamlined grounds, ASFA accelerates the pathway to permanency, specifically termination of parental rights (Hardin, 1999).⁵ Concern about the creation of legal orphans is, thus, heightened in the wake of the ASFA.

Minnesota Data

In the six most recent years for which data are available, the population of state wards has risen from 1,081 in 1993 to a high of 1,766 in 1997. From 1993 to 1998, the state ward population rose 51 percent.

In a study of Minnesota state guardianship records of children who were wards of the state sometime during 1991-1997, nearly two-thirds presented no formalized permanency plan in place at the time of termination.⁶



Clarifying the TPR Language in Statute

In Minnesota, the Juvenile Code does not address whether the adoptability of a child should be formally considered prior to termination of parental rights, nor does it require any sort of alternative permanency plan to be in place prior to termination. Moreover, in a recent case, the Minnesota Supreme Court found that agencies are not required to prove adoptability as a precursor to termination of parental rights. (In the Matter of the Welfare of L.M., L.M., and M.M., 1998).⁷



However, the Minnesota Juvenile Code does require court hearings every 90 days after a TPR “to review progress toward an adoptive placement and the specific recruitment efforts the agency has taken to find an adoptive family or other ... living arrangement for the child and to finalize the adoption or other permanency plan.”⁸ This post-termination progress review is, arguably, insufficient.

Recommendation

Consider Wisconsin’s statute as a plausible model to limit the “legal orphan” status for Minnesota’s children.

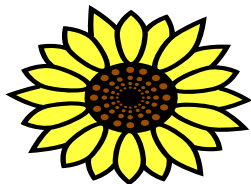
Wisconsin law requires specific affirmation that a TPR is in the child’s best interest by mandating that the agency demonstrate a credible strategy for placing the child. The likelihood of the child’s adoption after termination is the standard to be considered in the court’s consideration of a petition to TPR. The legislative language directs the agency to file a report with the court which supports this standard which will include “... a presentation of the factors which might prevent adoption, those which would facilitate it, and the agency which would be responsible for accomplishing the adoption.”⁹

Conclusion

There is increasing evidence that for older children, particularly, the family bond represents a safety net for those who have endured long term care and are finally discharged from the foster care system. According to a Wisconsin study,¹⁰ family members were the most common source of monetary help after discharge. Eighty percent of children indicated they had visited with a sibling at least once since discharge. In many cases, even “unfit” families may fulfill important needs for young adults. It seems ill-advised to

(Continued on next page.)

sever ties to biological families when no indication exists that a permanent family is available. The biological family clearly remains a significant factor in the lives of young adults even after discharge from foster care.



Esther Wattenberg is Director at the Center for Advanced Studies in Child Welfare, a Professor with the University of Minnesota School of Social Work and a Research Associate with the Center for Urban & Regional Affairs..

Meghan Kelley is Research Assistant; Master of Social Work/Master of Public Affairs and a student at the University of Minnesota.

1 Minn. Stat. §260.221 (1998).

2 Minn. Stat. §260.191 Subd. 3b(a) (1998).

3 Guggenheim, M. (1995). The effects of recent trends to accelerate the termination of parental rights of children in foster care - Empirical analysis in two states. *Family Law Quarterly*, 29 (1), 121-140.

4 Adoption and Safe Families Act of 1997, Pub. L. No. 105-89.

5 Hardin, M. (1999). Mandatory termination of parental rights petitions: Compelling reasons and other exceptions under the Adoption and Safe Families Act. Washington, DC: American Bar Association.

6 Wattenberg, E., Kelley, M. & Kim, H. (1999). A study of termination of parental rights: When the rehabilitation ideal fails. Manuscript submitted for publication.

7 In the Matter of the WELFARE of J.M., J.M., and M.M., 1998 WL 30229 (Minn.) (1998).

8 Minn. Stat. §260.241 Subd 3(b) (1998).

9 Wisconsin Statutes, "Children's Code 48.425 and 48.426 from the unofficial text from 97-98, Wisconsin Stats, Database.

10 Mark Courtney and Irving Piliavin, Co-Principal Investigators; Andrew Grogan-Kaylor, Project Assistant. The Wisconsin study of youth aging out of out-of-home care: A portrait of children about to leave care. [On-line]. Available: <http://polyglot.lss.wisc.edu/socwork/foster/fcreport.html>.

Program Manager's Update

by Jim Novell



Annual Training

The Foster Care Review Board's Annual Training is scheduled for November 8-9, 2007, at the Bavarian Inn Lodge and Conference Center in Frankenmuth, Michigan.

On November 8, presenters will highlight essential information jurists must consider in making findings regarding a child's "best interests" when terminating parental rights. These sessions will also include discussion about additional important decisions the court makes related to the safety and well being of children in foster care. This day's sessions will be open to family court judges, referees, lawyer-guardians ad litem, prosecutors, parent's attorneys, DHS, private agency and tribal case workers, and will give review board members a chance to interact informally with other key players in the foster care system.

I hope everyone can attend this year's training session. The program's content and location will make it a memorable and enriching experience.

Student Interns

As noted in the Foster Care Review Board's 2006 Annual Report, we are concerned about the educational preparation of foster care caseworkers, particularly as it affects new caseworkers' ability to manage the multiple demands of foster care cases when they first enter the field after college.

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To help address these concerns, we have established a collaborative internship project with Wayne State University and Spaulding for Children. That pilot project will provide two social work students with a comprehensive overview of the system's challenges and, concurrently, a practical, hands-on experience working for a foster care agency. Brian Bacchus, a first-year graduate student, and Tabatha Scott, a senior undergraduate student, will begin their internship in the Detroit Foster Care Review Board office in September 2007. We hope that this experience will prepare Brian and Tabatha for their careers in this honorable, yet demanding, field.

The Foster Care Review Board program would like to thank Henry Bohm, a member of Wayne County Board # 6, for working with the dean of the Wayne State University School of Social Work to bring this project to fruition.

Adoption Oversight Committee

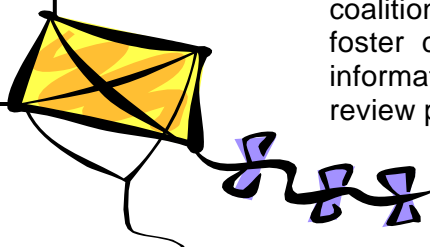
In January 2007, the FCRB was invited to join a statewide oversight committee that will examine obstacles to timely foster child adoptions, and additionally help ensure safe and permanent foster child adoptions. This committee, made up of child welfare professionals, advocates, and foster/adoptive parents, was established and organized through a Department of Human Services contract with the Michigan Adoption Resource Exchange (MARE).

National Foster Care Review Coalition

Michigan's Foster Care Review Board Program recently joined the National Foster Care Review Coalition (NFCRC), which was formed in April of 2006, when foster care review program representatives from several states met in New Mexico to establish common goals and draft the following mission statement:

Additional information can be found at the NFCRC website at:

<http://nfcrc.net/default.aspx>



The mission of the National Foster Care Review Coalition is to serve as a national coalition of independent foster care review programs to ensure, through individual case review and advocacy for systemic change, the safety, well-being and timely achievement of permanency for children in foster care by:

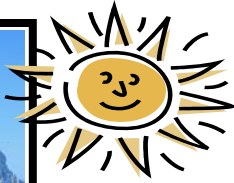
- *Informing and influencing individual state and national policy makers, as well as the public;*
- *Promoting the establishment of an independent review system in each state to assess the status of these children; and*
- *Supporting the work of active independent review systems.*

NFCRC is dedicated to working cooperatively with the federal Children's Bureau, the Child Welfare League of America, individual state agencies, and other like-minded organizations and programs in order to improve the services provided to children in our nation's child welfare system.

In pursuing its partnership with the Children's Bureau, the coalition strives to provide objective, unbiased information regarding the factors that impact a state's ability to achieve the standards established by the Child and Family Services Review (CFSR) laws. Coalition states, including Michigan, have agreed to supply additional and more-specific data related to key CFSR categories.

NFCRC plays a vital role as a national coalition of foster care review programs. It helps to ensure foster child safety, well being, and the timely achievement of permanency by sharing information with state and national policy makers, as well as the general public. The coalition also provides in-depth and objective insights into children's experiences in foster care and the multitude of challenges facing our nation's child welfare system.

Michigan shares the national coalition's desire to improve the way our nation and state serve these most vulnerable children. Our membership in the coalition will allow us to stay abreast of current foster care issues in other states and exchange information that will help to improve our foster care review process.



Michigan's Court Improvement Program

by Erin House

Interested in adoption??

18th Annual KINSHIP ADOPTION FESTIVAL

Sunday, October 14, 2007
1:00 – 4:00 p.m.
Belle Isle Casino
Detroit, Michigan

* Food * Activities * Education *

Talk with adoption workers,
attend informational workshops,
participate in children's
activities, and meet some of the
Detroit area's waiting children.

*** This event is free ***

For more information, contact the
Michigan Adoption Resource
Exchange
1-800-589-MARE
www.adoptionfestival.org

The Court Improvement Program (CIP) aims to improve performance of the courts in cases that involve at-risk families and children. In collaboration with key stakeholders, including the Foster Care Review Board, the CIP assesses judicial processes, identifies barriers to effective decision making, and examines child welfare laws and court rules to determine if changes are needed to ensure that the child protection system provides appropriate and timely services to families.

The CIP receives funding from a federal grant by the Promoting Safe and Stable Families (PSSF) program, Title IV-B, Part 2 of the Social Security Act. The Child and Family Services Improvement Act of 2006 (P.L. 109-288) reauthorized the PSSF and the basic CIP grant through 2011. Michigan's CIP application and report, submitted July 26, 2007, details how Michigan will use CIP funds to identify and promote court activities that promote foster children's safety, permanency, and well-being.

Currently, the CIP's Quality Representation Committee is forming a workgroup to evaluate Michigan's lawyer-guardian ad litem (LGAL) system. The workgroup will conduct a survey to assess the LGAL system's current strengths and weaknesses. The committee also will examine previous LGAL surveys in order to measure the state's progress in ensuring adequate representation for children in the child welfare system. The committee will use this information to create a model LGAL contract and to update the state's LGAL guidelines.

Additionally, the CIP will roll out a collaborative case management system pilot project in Oakland County to examine and analyze child welfare case proceedings. The

study will focus on case processing, service delivery, case investigations, petition filing, removal proceedings, and permanency plans. The CIP's Data Collection and Analysis Grant will provide funding for this evaluation of Oakland County programs. The results will be shared with other courts and DHS. Once completed in Oakland County, this pilot project will be implemented statewide.

CIP STATEWIDE TASK FORCE MEETING

Friday, September 14, 2007
10:00 a.m. – 3:00 p.m.
Hall of Justice, Lansing, MI

Erin House is the Court Improvement Project Coordinator for the State Court Administrative Office. For additional information on CIP programs and activities, please call 313-972-3288.

From My Point of View

By Henry Bohm

I have served as a Wayne County Foster Care Review Board (FCRB) member for the past seven years, and am not shy in expressing my impressions of the key players involved in the cases we review, nor of the foster care system as a whole. This essay is a summary of those impressions.

The so-called "system" that looks after foster children is not functioning well, or even satisfactorily. There is plenty of responsibility to spread among all the participants and contributors, as set forth below.

Let me start with the courts, the part of the system that is ultimately responsible for the safety and well being of these children. The court system, as I have observed it in Wayne County, is unwieldy and overburdened. Many, and presumably most, jurists on cases I have reviewed are conscientious, thoughtful, competent, and caring. But it is apparently very difficult for the court system to influence, let alone discipline, those elected officials who do not have those same positive character traits, who do not listen to other professionals involved in the case, or who choose to ignore court rules. This circumstance negatively affects the quality of oversight and judicial guidance applied to individual cases and, thus, to individual children and their families.

Lawyer-guardians ad litem (LGALs) are charged with representing and advising foster children in their interactions with the courts, social service agencies, and even their foster parents. In essence, LGALs should ensure that the court and foster care agency are operating in their child-client's best interests. If more LGALs performed their statutory duties well, a case could be put forward that the FCRB system is redundant and superfluous. However, this does not presently appear to be the case, at least not in Wayne County. During the last several years, I have witnessed efforts to reform the appointment process and functioning of LGALs. Judging from my participation in recent FCRB case reviews, these efforts, however laudable, have not been very effective.



Foster parents are arguably the most crucial component of the system, and the majority appear to perform well. Several are near-saints who provide care for severely physically and/or mentally handicapped children. The foster parents whose horrendous misdeeds are occasionally featured in the media are mercifully few in number. It is my impression, upon reading the details, that many of those cases show indications of poor selection and/or supervision by the social service agency under whose aegis the miscreant foster parents operated.

Among the social service agencies that have the basic duty of providing all kinds of services to the children assigned, I can make few distinctions between the Michigan Department of Human Services (DHS), which has primary responsibility, and the private agencies with which DHS contracts for services in a portion of its foster care cases. Both appear to suffer from many of the same inadequacies, including caseworkers who are underpaid, overburdened, frequently inexperienced, and often poorly trained or educated.

One aspect of the last-mentioned problem is that DHS finds it necessary to put graduates of the state's undergraduate social work schools through an eight-week training program (how expensive is that?) before they are considered capable of working on actual cases under presumably close supervision. To the best of my knowledge, DHS is not in urgent, close contact with Michigan's colleges to ensure that the relevant academic officers and faculties are cognizant of the professionally necessary topics not covered in their current curricula. This educational problem is not confined to future caseworkers' social work instruction.

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Close to half the files that I study in preparation for FCRB reviews contain a quality of writing and spelling that ranges from poor to practically incomprehensible.

From what I have observed, caseworker loads are generally heavy (including a lot of seemingly vacuous paperwork), the supervision and guidance that workers receive is often inadequate, and the dearth of respect with which some attorneys and judges treat caseworkers in court is reprehensible.

On the other hand, many caseworkers appear to be quite immature, given their awesome level of responsibility for children's lives. Further, the lack of interest, preparation, and consideration that certain caseworkers and supervisors exhibit in dealing with FCRB reviews of their cases frequently makes it almost impossible for a board to provide substantive findings, recommendations, and suggestions on the quality of care provided to foster children. Tallied from my inquiries at FCRB review sessions, I estimate that only about half the workers have seen, read, or considered any previous FCRB report(s) on the case under consideration. This appears to happen for a variety of reasons, including recent assignment to the case.



I believe that the FCRB program, despite valiant efforts at persuasion, does not have the clout to convince DHS of the necessity (or benefits) of caseworkers and/or supervisors appearing at FCRBs' semi-annual reviews of selected cases. In the last 12 months, caseworkers in 20 percent or more of the cases slated for review by the board on which I serve have been "no-shows." To my knowledge, DHS does not discipline – or even counsel -- the workers or supervisors who are negligent in meeting their obligations in this area.

Lastly, there is state government beyond DHS, specifically including the legislature, which certainly does not provide adequate funding for the system. But I hasten to add that this fact does not excuse many of the problems and difficulties touched on previously.

Considering the frustrations and discouragements outlined above, readers may wonder why I choose to continue serving the FCRB program. My prime reasons are quite selfish. The FCRB reviews are a monthly reminder of what an extraordinarily fortunate life I have had the pleasure of living. Human problems, as seen in our cases, are difficult and complex, and learning and thinking about them helps keep my brain active. The occasional witnessing of, or perhaps contributing to, a "happy conclusion" on a case is a kick! There are also the FCRB colleagues and staff: people who are stimulating and enjoyable to work and interact with, and who share a real passion for the safety and well being of our kids.

Dr. Henry Bohm is a member of the Wayne County Review Board #6. Dr. Bohm is Professor of Physics Emeritus at Wayne State University.



Editorial articles, as well as suggestions and recommendations for improving our foster care system, are always welcomed and appreciated.

**FCRB ADVISORY
COMMITTEE MEETING**

* * * * *

**Friday, September 28, 2007
10:00 a.m. – 3:00 p.m.
Hall of Justice, Lansing, MI**

As a member of the Wayne County Foster Care Review Board for the past year, I have had the opportunity to review a number of interesting, but troubling, cases. During these monthly reviews, board members have noted many instances where children in foster care would benefit from positive intervention by a mentor, ideally a mature individual outside of the foster care system.

This is especially true of children who are about to age out of the system. My fellow board members share a strong concern about these children, many of whom find themselves thrust into the real world and encountering real-life issues for which they may not be properly prepared. My colleagues and I are also concerned about the attitudinal issues that hold back many foster children. We believe, however, that mentoring can impact these children and issues in a positive way.



In order for a child to become a productive adult, that child needs proper nurturing and frequent exposure to positive situations and role models. It worked for us as children, and it will work for today's foster children as well. I can remember the many "career days" that I attended during my school years and the strong sense of motivation that I felt afterward. Successful people do things that breed positive results and stimulate success in those around them. Successful people have consistent and good habits that help them to set and accomplish goals. And most successful people have patterned themselves after examples of success that they saw at an early age.

In almost every case I have reviewed, there appeared to be some opportunity or unmet need for a mentoring relationship to have a positive impact, either with the youth in foster care or with their very young parent(s).

It is funny how potential solutions to our concerns sometimes appear unexpectedly. One day as I was walking in the tunnel between Cadillac Place and the

Mentoring Children in Foster Care... An Opportunity to Really Help Children in Need

By: Hon. Fred Durhal, Jr.

Fisher Building, I noticed an office for a mentoring program, and stopped to see what was happening. What I learned there led me to later approach Daniel Granholm Mulhern (Michigan's "First Gentleman"), who is deeply involved in a statewide mentoring program.

I recall thinking that Mr. Mulhern was the ideal person to encourage and facilitate statewide efforts to provide mentoring support to children who would truly benefit from exposure to mature, successful adults and teens who showed a sincere interest in their lives. I was elated at Mr. Mulhern's genuine interest in and concern for children in foster care. I invited him to talk with our board members and, not surprisingly, he agreed.

I believe that we must make every effort to add a comprehensive mentoring program to the foster care system. If we think "outside the box," we may be able to ensure that mentoring will be available for all of our foster children. This is an honorable goal well worth pursuing.

Visit the Mentor Michigan website:
<http://www.michigan.gov/mentormichigan>.

*The Honorable Fred Durhal Jr. is a
former State Representative and
member of FCRB Board #6.*



SCAO- FAMILY SERVICES- CHILD WELFARE TRAINING SCHEDULE

Training Date	Title (Bold indicates that Child Welfare Services is the administrator of the training)	Location	Sponsor/contact	Eligible Participants
2007 TRAININGS				
September 11 2007	Handling the Child Welfare Case- Applying the Law to Practice (L-GALs and Parents' Attorneys)	Radisson Hotel- Lansing	Sponsor: SCAO- Family Services- CWS Contact: Deborah Jensen, Children's Charter of the Courts 517-482-7533 <i>Identified cosponsors: Department of Human Services (DHS), Governor's Task Force on Children's Justice (GTF), and Children's Charter of the Courts of Michigan</i>	Lawyer-guardians ad litem, parents' attorneys, and referees conducting child protective proceedings
September 18-19 2007	Summer Series on Foster Youth in Transition to Adulthood: Striving to Make Permanency Permanent	Kellogg Center East Lansing	Sponsor: SCAO- Family Services- CWS Contact: Joy Thelen 517-373-5322 <i>Identified cosponsors: DHS, GTF, Office of Children's Ombudsman (OCO), Michigan Federation for Children and Families, and Tribal/State Partnership</i>	Judges and referees; attorneys; children's protective services, DHS, and private agency foster care and adoptions workers; tribes; CASAs; representatives of university schools of social work; and related child welfare professionals
October 22-23 2007	U of M Medical School Child Abuse and Neglect Conference	Plymouth	Sponsor: University of Michigan Medical School Contact: Registrar 800-800-0666 or 734-763-1400 <i>Identified cosponsors: SCAO- Family Services- CWS</i>	Doctors and other medical personnel; law enforcement; judges; attorneys; children's protective services, DHS, tribal, and private agency foster care and adoptions workers; CASAs; and related child welfare professionals
November 8 -9 2007	Foster Care Review Board Annual Training- November 8 will focus on best interests considerations and will be open to a limited number of non-FCRB child welfare professionals	Frankenmuth	Sponsor: SCAO- Family Services- Foster Care Review Board (FCRB) Contact: Kathy Falconello 313-972-3288 <i>Identified cosponsors: SCAO- Family Services- CWS</i>	<u>For both dates:</u> FCRB members and program representatives <u>For November 8 only:</u> invited guests, including judges, attorneys, and workers, and tribal child welfare professionals
November 20 2007	Bridges Out of Poverty (Aha! Process program)	Kellogg Center East Lansing	Sponsor: SCAO- Family Services- CWS Contact: Joy Thelen 517-373-5322 <i>Identified cosponsors: DHS, and GTF</i>	Judges and referees; attorneys; children's protective services, DHS, and private agency foster care and adoptions workers; tribes; CASAs; representatives of university schools of social work; and related child welfare professionals
December 10 2007	Medical Issues in Child Maltreatment: Things Judges and Attorneys Want to Know but Never had a Chance to Ask	Hall of Justice Lansing	Sponsor: SCAO- Family Services- CWS Contact: Joy Thelen 517-373-5322 <i>Identified cosponsors: Michigan Professional Society on the Abuse of Children (MiPSAC)</i>	Judges, referees, and attorneys practicing in child protective proceedings

2008 TRAININGS**THURSDAY LUNCHEON WEBCAST SERIES:**

January 24 –Children Missing From Care: AWOLP update February 21 –topic TBA March 27 –topic TBA April 24 –Reducing Trauma to Children During Removal and Placement May 29 –Working with Lesbian, Gay, Bisexual, Transgender, Questioning Youth		Webcast only, no on-site audience	Sponsor: SCAO- Family Services-CWS Registration: MJI webcast website at: http://webcast.youniversity.com/voutools/companies/default.asp?affiliateId=43 For questions contact: Joy Thelen 517-373-5322 <i>Identified cosponsors: DHS</i>	Judges; referees and other court staff; attorneys; children's protective services, DHS, and private agency foster care and adoptions workers; tribes; CASAs; legislators and policy makers; and related child welfare professionals
February TBA 2008	Effective Petition Drafting	Lansing Training Center	Sponsor: DHS- Office of Training & Staff Development - Child Welfare Institute Contact: Dawn Brown 517-335-6216 <i>Identified cosponsors: SCAO-Family Services- CWS</i>	DHS and tribal children's protective services workers; DHS, private agency, and tribal foster care and adoptions workers

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